



CITY OF HAYWARD
AGENDA REPORT

AGENDA DATE 06/27/00
AGENDA ITEM 6
WORK SESSION ITEM _____

TO: Mayor and City Council

FROM: Personnel Director

SUBJECT: Adoption of Memorandum of Understanding with Hayward Police Officers Association

RECOMMENDATION:

It is recommended that the 'City Council adopt a new three-year labor agreement with the Hayward Police Officers Association effective July 1, 2001, through June 30, 2004, pertaining to wages, hours, benefits, and other terms and conditions of employment.

BACKGROUND:

The City and Hayward Police Officers' Association have reached agreement to extend the Memorandum of Understanding for three years beyond its scheduled expiration date of June 30, 2001. The principle economic components include no general wage increase for July 2001; a general increase of 4 % in July 2002; a salary increase in 2003 based on a survey of Police Officer compensation in comparable cities; and a 5% increase in retiree medical premium contributions in 2003 and 2004. Effective July 1, 2001, Association employees will receive a cash payment equal to 4.5% of base salary (not added to salary ranges); a change in the retirement benefit formula under the PERS to reflect the 3% @ 50 option, and an increase in the vacation allowance after twenty years of service, in line with other units. Cost for fiscal year 2001-2002 is approximately \$620,000.

Due to the length of the document, the agreement is not attached, but is available for review in the City Clerk's office.

Recommended By:

A handwritten signature in cursive script that reads "Beth Perrin-Scales".

Beth Perrin-Scales, Personnel Director

Approved by:

A handwritten signature in cursive script that reads "Jesús Armas".

Jesús Armas, City Manager

Attachment: Draft Resolution

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ACCEPTING MEMORANDUM OF
UNDERSTANDING BETWEEN THE CITY OF HAYWARD
AND THE HAYWARD POLICE OFFICERS ASSOCIATION

BE IT RESOLVED by the City Council of the City of Hayward that the Council does hereby approve that certain Memorandum of Understanding for the period July 1, 2001 through June 30, 2004, between the City of Hayward and the Hayward Police Officers Association, a copy of which is on file in the office of the City Clerk.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2000

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

DRAFT

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION ADJUSTING EMPLOYER CONTRIBUTION
FOR SUBJECT MEMBERS OF THE HAYWARD POLICE
OFFICERS' ASSOCIATION COVERED UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE
ACT

WHEREAS, Government Code section 22825.6 provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required by section 22825 of the act; and

WHEREAS, the City of Hayward has negotiated with representatives of the Hayward Police Officers' Association ("HPOA") and agreed to an increase in the monthly employer contribution towards the cost of members' and **annuitants'** enrollment in a health benefits plan.

BE IT FURTHER RESOLVED that the employer's contribution for each HPOA **annuitant** towards the cost of his or her enrollment, including the enrollment of family members, in a health benefits plan shall not exceed \$249.18 per month for the calendar year 2003 and \$261.64 per month for the calendar year 2004.

BE IT FURTHER RESOLVED that the employer contribution referred to hereinabove shall become effective on January 1, 2003 and January 1, 2004.

INCOUNCIL, HAYWARD, CALIFORNIA _____, 2000.

ADOPTED BY THE FOLLOWING VOTE:

AYES:

NOES:

ABSTAIN:

ABSENT: